



GOVERNOR'S ADVISORY COMMITTEE ON EQUAL AND  
FAIR EMPLOYMENT OPPORTUNITY

&

TENNESSEE DEPARTMENT OF HUMAN RESOURCES

Present

*The New FMLA and ADAAA Regulations Training*

Wednesday, January 7, 2009

9:00 a.m. – 1:00 p.m.

Auditorium  
Avon William Campus





### **Waverly D. Crenshaw Jr.**

615-850-8909

waverly.crenshaw@wallerlaw.com

#### **Practice Areas**

- Labor and employment
- All employer/employee-related issues
- Government regulatory issues, including motor vehicle issues, vacation resort and insurance matters

#### **Industry Experience**

- Automotive
- Manufacturing
- Package and delivery
- Healthcare
- Transportation
- Retail
- Vacation resort development
- Investigative and security
- Insurance
- Wireless telecommunications

#### **Education**

- B.A., Vanderbilt University, 1978
- J.D., Vanderbilt University, 1981
  - Staff member and Editorial Board member, *Vanderbilt Journal of Transnational Law*, 1979-1981

Waverly Crenshaw is a partner at Waller Lansden and serves on the firm's Diversity Committee. With over 25 years of experience, he concentrates his practice in the areas of labor and employment and all employer/employee-related issues as well as government regulatory issues. Mr. Crenshaw provides day-to-day advice to management on all aspects of employment and labor law. His primary concentration lies in the areas of employment litigation, including complex, multi-plaintiff discrimination, harassment and retaliation cases. In recently litigated matters, Mr. Crenshaw successfully defended a 92 plaintiff race discrimination action; a race-based class action challenging hiring practices; a multi-plaintiff racial harassment, discrimination and retaliation lawsuit through jury trial; successfully defended a diabetes protocol in response to a challenge under the Americans with Disabilities Act (ADA); successfully defended against § 301 Labor Act actions at trial and on appeal; and obtained defense judgment in cases filed under the Family Medical Leave Act (FMLA).

Mr. Crenshaw was the first African-American attorney and partner at Waller Lansden and has been a partner in a majority law firm longer than any other African-American attorney in Nashville. For his work in labor and employment law, he has been recognized in *America's Leading Lawyers for Business* (Chambers & Partners) since 2004 as well as the *Nashville Business Journal's* "Best of the Bar," "Best 101 Lawyers by *Business Tennessee*, and Mid-South and Tennessee Super Lawyers.

#### **Clerkships and Previous Affiliations**

- Assistant Attorney General, State of Tennessee, 1984-1986
- Law clerk, United States District Judge John T. Nixon, 1982-1984
- Law clerk, Nashville, Davidson County, Tennessee Chancellors, 1981-1982
- Law Clerk, Legal Services of Middle Tennessee, Inc., 1978-1980 (summers)

#### **Professional Activities**

- Fellow, Nashville and Tennessee Bar Foundations
- Life Member, Conference of the Sixth Judicial Circuit of the United States
- Member, Board of Trustees, Napier-Looby Bar Foundation
- Chair, Labor & Employment Section, Tennessee Bar Association, 2005
- Former Chair, Tennessee Supreme Court's Advisory Committee, Board of Professional Responsibility, 2003-2004
- Former Chair, Merit Selection Panel, U.S. Magistrate Judge, U.S. District Court, Middle District of Tennessee, 1998
- Former President, Napier-Looby Bar Association, Chapter of National Bar Association
- Former Secretary, Treasurer and Director, Nashville Bar Association, Inc.
- Charter member, Harry Phillips American Inn of Courts
- Former Hearing Committee Member, Board of Professional Responsibility of the Supreme Court of Tennessee
- Former member, Civil Justice Reform Act Advisory Group, United States District Court for the Middle District of Tennessee
- Past adjunct instructor of professional ethics, Vanderbilt University School of Law
- Frequent lecturer throughout the Middle Tennessee area on various employment law issues



## **Waverly D. Crenshaw Jr.**

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### **Civic and Other Activities**

- Member, Leadership Nashville, Class of 2009
- Member, Board of Directors of the Boys and Girls Clubs of Middle Tennessee, Inc.
- Member, by mayoral appointment, to the Metropolitan Nashville Hospital Authority Board of Trustees; Elected Board Chair November 2008
- Member, Governor's Advisory Committee on Equal and Fair Employment Opportunity
- Board Member, You Have The Power, Inc.
- Board Member, Nashville Bar Pro Bono Board
- Nominated to Board, Community Nashville, Inc.
- Member, Board of Directors and Executive Committee, Middle Tennessee Workforce Development Board
- Member and Legal Counsel, 100 Black Men of Middle Tennessee, Inc.
- Legal counsel, Nashville Area Chamber of Commerce, 1996

### **Professional Licenses**

- Tennessee

### **Court Admissions**

- Tennessee
- Arkansas
- Mississippi
- United States Court of Appeals for the Sixth, Fifth, Eighth and Eleventh Circuits



### **Michael R. Ewing**

615-850-8760  
michael.ewing@wallerlaw.com

#### **Practice Areas**

- Labor and Employment

#### **Industry Experience**

- Public and Private Companies

#### **Education**

- B.S., summa cum laude, English Literature, University of Tennessee, 2005
  - Member of five academic honor societies, including Phi Beta Kappa
  - The National Dean's List (2004)
- J.D., summa cum laude, University of Tennessee, 2008
  - Order of the Coif
  - Recipient of two annual merit scholarships
  - Certificate of Academic Excellence in Contracts, Trial Practice, and Jurisprudence
  - Ray H. Jenkins Trial Competition

Michael Ewing is an associate in Waller Lansden's Labor and Employment practice.

#### **Professional Activities**

- Member, Nashville and Tennessee Bar Associations



# AGENDA

## **New FMLA and ADAAA Regulations**

***Wednesday, January 7, 2009***

***9:00 a.m. – 1:00 p.m.***

**Auditorium- Avon Williams Campus, Tennessee State University**

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### **NEW ADAAA REGULATIONS- MICHAEL R. EWING**

**9:00 A.M. - 10:30 A.M.**

The new Americans with Disabilities Act Amendments Act of 2008 (ADAAA), which will affect the existing law, will become effective January 1, 2009. Employers will need to understand these changes as soon as possible to assure compliance in the new year.

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### **BREAK**

**10:30 A.M. - 10:45 A.M.**

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### **NEW FMLA REGULATIONS- WAVERLY CRENSHAW**

**10:45 A.M. - 12:00 P.M.**

On November 17, 2008, the Department of Labor (DOL) issued revised Final Regulations on the Family and Medical Leave Act (FMLA), which will become effective on January 16, 2009. These are the first changes to the regulations since 1995 and are the culmination of nearly two years of DOL review. The revised regulations make a number of changes including modifications that address the military family leave amendment enacted earlier this year.

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### **QUESTIONS AND ANSWERS- DOHR STAFF**

**12:00 P.M. - 1:00 P.M.**

## **Registration Form**

**This course has been approved for 2.75 General CLE Hours.**

**Cost of the Training will be \$15**

**\*\*REGISTER by DECEMBER 29, 2008\*\***

NAME: \_\_\_\_\_

AGENCY: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY/ZIP: \_\_\_\_\_

PHONE: \_\_\_\_\_ FAX: \_\_\_\_\_

E-MAIL ADDRESS: \_\_\_\_\_

Registration form available at [http://www.state.tn.us/dohr/resources/training/training\\_index.htm](http://www.state.tn.us/dohr/resources/training/training_index.htm)

### **Method of Payment for State Employees (Journal Vouchered):**

BUDGET CODE: \_\_\_\_\_ COST CENTER: \_\_\_\_\_

BPR# \_\_\_\_\_ Employee ID #: \_\_\_\_\_  
(REQUIRED FOR BILLING)

**Mail or Fax Registration to:**

**Renee Cranford**

**TN DEPT OF HUMAN RESOURCES**

**1st Floor, James K. Polk Building**

**Nashville, TN 37243-0635**

**Phone: 615.253.8911 Fax: 615.532.0728**

**e-mail: [renee.cranford@state.tn.us](mailto:renee.cranford@state.tn.us)**

**State employees should forward a copy of registration form to agency training coordinator. Cancellations cannot be accepted after the registration deadline.**